

**HAMPTON BOARD OF SELECTMEN  
SELECTMEN'S MEETING ROOM  
OCTOBER 1, 2007 – 7:00 PM**

**PRESENT:** Ben Moore, Chairman  
Bill Lally, Vice Chairman  
James Workman  
Virginia Bridle-Russell  
Rick Griffin  
Fred Welch, Town Manager  
Maureen Duffy, Administrative Assistant

**REGRETS:**

Chairman Moore called the meeting to order at 7:00 p.m. and introduced those in attendance.

**PUBLIC HEARING:**

To accept funding from NH Department of Safety in the amount of \$8,600 to support the Radiological Emergency Response Plan (RERP) in Hampton for the Fire Department.

Chief Lipe reported that the \$8,600 in funding is an annual appropriation from the NH Department of Safety. The grant is to allocate support for the RERP for the cost associated with the emergency activities at the Seabrook station.

There were no other public comments.

**Mr. Griffin MOTIONED** to accept the \$8,600 from NH Department of Safety to support the Hampton Fire Department, Radiological Emergency Response Plan. **Mr. Lally SECONDED.**

**VOTE: UNANIMOUS FOR**

**SALUTE TO THE FLAG**

**I. ANNOUNCEMENTS AND COMMUNITY CALENDAR**

Mrs. Bridle-Russell announced the Second Annual James House Apple/Pear/Blueberry Cook-Off. The event will be held on October 13 at the James House. Entry forms are available at the Lane Library, the North Hampton Library and the Hampton Town Office (public announcement counter). Recipes must have apples, pears and/or blueberries as the predominant ingredient. Proceeds will be used to fund James House restoration projects and programs.

Mr. Lally announced that Hampton Police Officer Derek Brown won a New Hampshire Congressional Law Enforcement Award for his actions on July 16, 2007. Officer Brown swam against the tide to rescue a man who

had jumped off the Hampton/Seabrook Bridge. Mr. Lally congratulated Officer Brown for his heroic act that saved a man's life.

Chairman Moore announced the Hampton Energy Committee preliminary meeting on October 11 at 7 p.m. in the Selectmen's meeting room. To date there are six volunteers who have expressed interest in serving on the committee.

## **II. APPOINTMENTS**

### **1 – RECREATION & PARKS DIRECTOR DYANA MARTIN – UPDATE**

Recreation & Parks Director came before the Board to discuss the operations and activities of her Department.

#### **Parks**

The Parks Division has been busy weeding, weedwacking and mowing park areas and town properties. The fields are being prepared for flag football, men's softball and upcoming soccer and tackle football. The Parks crew prepared the fields for the Annual Celebrity Softball Game that was held yesterday at Eaton Park.

#### **Parking Lots**

The parking lots officially closed on September 9<sup>th</sup> (last day of the Seafood Festival). This year due to the beautiful weather the parking lots were open between Labor Day and the Seafood Festival (the lots are usually closed during that time). The Ashworth parking lot has been open for a couple of days (after September 9) to capitalize on the day-trippers and the Casino concerts goers. Mrs. Martin mentioned that the 2007 total intake for the parking lots is \$305,544; an increase of \$20,279 from last year.

#### **Recreation Programs**

Director Martin reported that the Recreation Council met the week before last with Bob Barcelona from the University of New Hampshire to start the Master Plan. Since that meeting the Department Head has met with three graduate students that are working on a Plan for Hampton.

Senior programs have included a trip to Canterbury Shaker Village and to Mohegan Sun. There are also senior trips planned to Castle in the Clouds, Foxwoods, Shopping in Freeport-LL Bean, Christmas Tree Shop, Kittery Outlets, Salem Mall, Tanger Outlets and the Portland Symphony Orchestra for the Magic of Christmas Show.

Mrs. Martin noted that the Flag Football teams are into their seventh week of play for the third to fifth graders and for the sixth to eighth graders. The High School Flag Football League is new this year and is in its third week of play.

Director Martin reported that she has started working on two warrant articles for the tennis/basketball courts and for new boards at the in-line hockey rink.

The Department is also arranging a trip of the Canadian Rockies by Rail. The deadline for payment will be February 14 and the trip will be departing from Hampton on April 14, 2008. Double occupancy for the trip is \$2,799 per person.

The Adult Co-Recreation Volleyball program has started and Men's Hoops will start on October 16. The Department is accepting registration for the High School Recreation Basketball and Hampton Recreation Ski & Ride program.

The Department is currently accepting registrations for Girls and Women in Sports Night, activities at the Holodek and have set up at least one vacation activity for Christmas vacation to the CoCo Key Water Resort in Danvers.

Mrs. Martin attended and provided her input at the Planning Charrette (September 21 & 22) regarding a community center and ball field space needs.

BMX bike riding lessons and knitting classes begin this week.

The Department is arranging Halloween activities which include a Halloween Parade (kindergarten to grade two), a trip to the Coppel House Corn Maze and Halloween Dance. Mrs. Martin reminded residents that Trick or Treat will be held on Wednesday, October 31.

A number of Holiday activities have been setup for December. The annual Tree Lighting Ceremony will be held on November 30<sup>th</sup> with horse drawn rides. Santa and some favorite cartoon characters will be there as well. The Tour of Lights has been scheduled for December 17 and 18. The Forth Annual Holiday Light Spectacular Decorating Contest will be held again this year, judging for the contest will be held on December 31.

Mrs. Martin attended the National Recreation and Parks Conference in Indianapolis last week. She went to a number of excellent learning sessions on subjects that should be of great benefit to the Town.

### **SELECTMEN'S RESPONSE TO UPDATE**

Mr. Lally inquired about the proposed warrant articles for the tennis/basketball courts and for the new boards at the in-line hockey rink. He asked how the warrant articles will be structured, considering the special revenue fund (20% of the parking lot revenue). Mrs. Martin explained that the articles will need to ask the voters permission to spend the funds on these items as well as raise and appropriate any additional funds.

Mrs. Bridle-Russell asked about the Junior High fundraising events that have been held in the past. Mrs. Martin noted that the Junior High has raised a significant amount of money (approximately \$2,000) to be used towards repairing the tennis courts. These funds will be acknowledged in the proposed warrant articles.

Mrs. Bridle-Russell asked what HYA does to prepare the ball fields. Mrs. Martin said that the cost of infield mix is split with them. They purchase goals for the soccer fields and the Parks Department marks and mows for them. HYA rakes and prepares the baseball fields and line the two small fields.

Mrs. Bridle-Russell asked about Little Warriors and if they are using the field. Mrs. Martin said that Little Warriors gives the Department a donation every year for use of the fields.

Chairman Moore asked the Town Manager for a preliminary list of Warrant Articles for the October 8<sup>th</sup> Selectmen's meeting.

## **2. ARTHUR NADEAU – SEAWALL MATERIAL STORAGE EXTENSION**

Mr. Nadeau is the Project Coordinator for the repairs of the seawall and patios (destroyed by the April storm) for 1062, 1064 and 1066 Ocean Boulevard. Mr. Nadeau has met with the Board a number of times in effort to seek approval to repair the seawalls and patios. In June, the Selectmen agreed to permit the contractor temporary use of the beach to store materials for up to 30 days.

It is anticipated that the work will take up to three months to complete. Therefore, Mr. Nadeau has come before the Board to request that they consider temporarily storing materials on the Town beach for up to 90 days.

**Mr. Griffin MOTIONED** to extend the material storage for 90 days, from the day that the equipment arrives on the beach. **Mr. Lally SECONDED.**

**VOTE: UNANIMOUS FOR**

## **III. MINUTES – SEPTEMBER 24, 2007**

Page 2 – under “Selectmen’s Response to the Report” – first paragraphs, second sentence – should read “complaints” not complains

Page 3 – under “Old Business – Town Manager’s Report” – second paragraph – a space needs to be deleted for “residents”.

Page 6 – first paragraph – second sentence – spelling error – should read “...bumping down can...”

The minutes of September 24, 2007 stand as corrected.

## **IV. OLD BUSINESS**

### **1. TOWN MANAGER’S REPORT**

The Town has received the proposed extension of the recycling contract with Waste Management that is currently under review by Town Counsel and the Finance Department. The contract includes a revenue sharing proposal for recyclables sold by the vendor.

Mr. Welch reported that the increase in property values due to new construction during the period between April 1, 2006 and March 31, 2007 will add \$28,238,000 in total new valuation of property to the community’s tax rolls for the 2007 property tax rate.

The Town is currently working with NH Department of Transportation (DOT) on the addition of a new crosswalk at Winnacunnet Road and Route 1A.

The Town Manager noted that the submission dates for zoning ordinance amendments by petitioned article begin November 12 and end December 12, 2007.

He also reminded residents to attend with prepared remarks and questions on October 24<sup>th</sup> at 7PM for the Cable TV re-licensing hearing at the Winnacunnet High School. It is very important that citizens present their concerns for the official record.

## **SELECTMEN'S RESPONSE TO THE TOWN MANAGER'S REPORT**

Mr. Griffin asked if the crosswalk will happen along Ocean Boulevard. The Town Manger said that it looks like it will. The NH DOT apparently contracts with the Department of Resources and Economic Development regarding crosswalks along Route 1A. Three to four tip-downs are required for handicap accessibility under the current state/federal regulations so construction will be required.

Mr. Moore asked about the term of the recycling contract with Waste Management. Mr. Welch said that Waste Management's initial request was for five years (calendar year basis) however; he was not willing to sign a contract longer than three years with an option of two years depending on how the Town felt at that time.

### **IV. NEW BUSINESS**

#### **1. BUDGET – POLICE DEPARTMENT**

Chief Sullivan and Deputy Chief Sawyer addressed the Board. The Police Department's budget is \$3,628,144 (0.03% less than last year).

The Chief provided an overview of the Police Department organizational chart. The personnel changes include the elimination of the captain positions, which have been replaced by the Deputy Chief position. The Administrative Assistant and Internal Affairs report directly to the Chief. There are three functions under the Deputy Chief position: Operations (the department is running one lieutenant short), the Operation Support Lieutenant and the Administrative Services Lieutenant.

Mrs. Bridle-Russell asked if there is always a lieutenant on duty. Chief Sullivan explained that there is a temporary supervisor out of rank (senior officer on duty). Each shift will have a Sergeant and then a Cover Sergeant to cover the gap.

Chairman Moore asked about the 70 special officers. Historically the department has been authorized to hire 70 special officers. The Hampton Police Department has never had that many officers on duty. Mr. Moore asked if there is cost savings by hiring only 55 rather than 70 officers. The Chief budgets for the number of shifts available. Traditionally the department budgeted for 220 eight hour shifts per week however, a full summer schedule is considered at 162. The Chief budgets for 13½ weeks for special officers during the summer season. The Chief explained that Hampton is a resort community.

The Town has unique challenges as it goes from a relatively small population to a very large community in the summer.

#### **Administration**

The 2008 proposed budget figure is \$445,109 (11.3% decrease from the 2007 budgeted figure). The reduction is a result of removing the Captains.

Mr. Workman asked why the Department still uses pagers. Chief Sullivan explained that the Police Department uses Nextel. Often Nextel does not penetrate buildings and for that reason the officers still use pagers. The Department is seeking alternative electronic communication devices.

### **Crime Control & Investigation**

The 2008 proposed budget amount is \$252,789 (9.14% reduction from the 2007 budget)

### **Traffic Control & Patrol**

The 2008 proposed budget is \$1,956,594 (0.65% increase from the 2007 budget).

Mr. Moore inquired about the proposed increase in "Sick Leave Wages" and "Career Incentives" (page 59 in budget book). Training is the Department's best protection from liability issues and a method to keep a motivated and trained workforce.

Sick leave was adjusted to provide a more realistic anticipated budget. When the Department is fully staffed there should be five officers rather than the current four. This will give the Department more flexibility. When individuals who are hired with degrees they are bumped up, this is the reason for an increase within "Career Incentives".

The Chief will be approaching the Town Manager with a warrant article to address the need for replacement equipment. This was done in effort to keep the budget to a minimum level. The Chief also discussed the idea of leasing vehicles and to see if there would be any savings.

### **Training**

The 2008 proposed budget is \$32,531 (10.18% increase over the prior year). Chairman Moore asked if the Chief is comfortable with the proposed figure. Chief Sullivan said that he is.

### **Support Services**

The 2008 proposed budget is \$727,690 (3.41% increase over last year). "Regular Wages" is the communications staff. The part-time special officer's wages is considered the summer operations account.

Chairman Moore asked about the proposed increase in "Uniform Allowance". The increase accounts for 10 part-time officer uniforms plus the need to replace vests. Fortunately there are some grants to help cover the cost of the vests.

### **Special Detail**

The account has been zeroed because there is a revolving fund, which allows funding Special Detail without voting on it yearly.

### **Police Station & Building**

Proposed 2008 budget is \$213,431 (24.27% increased over last year). Chief Sullivan said that the Department is currently over budget and they are seeking other avenues and speaking to vendors to see if there are any cost savings that could be implemented.

### **Animal Control**

Proposed 2008 budget is the same as last year (\$57,931)

## **2. BUDGET – FIRE DEPARTMENT**

Fire Chief Lipe addressed the Board. After last week's budget review it was determined that the Selectmen need additional information prior to making any adjustments to the Fire Department. The Town Manager and Fire Chief met last week to discuss potential organizational changes to the Department.

Chief Lipe talked about having to make a change in the personnel structure to remain within the proposed operating budget figure. He recommended eliminating the Deputy Chief of Safety and Training position and reopen the EMS Officer position which would be funded by the EMS Revolving Fund. The salary for the position is estimated at \$66,317 with benefits. The Chief also recommended deferring the ambulance purchase as budgeted until 2009. He believes that the condition of the ambulance is adequate.

Mrs. Bridle-Russell asked where the money was coming from to fund the remaining Deputy Chief position. Chief Lipe reported that the position is fully budgeted for.

The Town Manager expressed his concerns about cutting the budget too deeply. The Town would have to delay the purchase of an ambulance for another year. Mr. Welch is concerned that this will hurt the Department in the long run as the cost of the ambulance will increase. The Town Manager noted that the protective gear has been included as they did not want to jeopardize firefighter safety.

In 2006 there was an Arbitrator's decision that restored box seven and reinstated call back. For that reason the overtime budget increased from \$543,000 (in 2005) to \$649,000 (in 2006). There are variances in sick time, vacation, call back and overtime due to demand response for storm coverage, special events, and professional coverage. Chief Lipe noted that it is difficult predicting the costs of overtime and workers compensation.

Chairman Moore asked if there has ever been a year where some of the firefighters are not on workers compensation. The Chief replied by saying that there is always someone out on workers compensation. Mr. Moore expressed his concern about providing the Department a budget that cannot be achieved.

One of the major issues perceived by Hampton residents is firefighter overtime. Chief Lipe is hopeful that tonight's discussion will educate the public on how risky and inconsistent overtime can be and how difficult it is to budget.

Chief Lipe summarized the budget by saying either put the Deputy Chief position back into the budget or use the money to fund overtime.

Mr. Griffin asked for clarification regarding how workers compensation is calculated. Mr. Moore explained that when a firefighter is out on workers compensation, the Town's insurance company covers a portion (approximately 60%) of the wage and the Town pays the balance. In addition, to this expense the person who is being called to fill the shift is also being paid overtime which is required by union contract.

The fire alarm bucket truck is very old and broken and will not pass inspection without major repairs. The Chief noted that the Department is now out of the fire alarm business but still services traffic lights and maintains the main trunk line between the stations. Historically the Fire Department does put Christmas lights up and does other Public Works jobs.

Mr. Lally noted that he received a number of calls this week regarding the Fire Department budget. He asked if putting four firefighters on staff would cut down on overtime expense. The Arbitrator's decision made in 2006 requires that Hampton has a call back system. Mr. Lally noted that call back is up 100% in comparison to the

year prior. Call back overtime is in response to simultaneous emergencies and places the Department at its maximum service level.

Mr. Lally asked if call back would be eliminated if there were two extra firefighters on each shift (eight additional firefighters). Chief Lipe confirmed Mr. Lally's statement as being true.

Chief Lipe said that it is a matter of where to place the money. That is, does the Department spend money on overtime, or for regular wages (plus benefits) which would keep the incomes lower.

Mr. Lally asked if the Town would see a reduction in ISO ratings. Mr. Moore noted that 50% of the ISO rating is based on water supply.

Chairman Moore asked the Chief what he thought about eliminating the Deputy positions and adding four firefighters. Chief Lipe said that he is uncomfortable with answering the question because he works for the Town Manager and it is his budget.

Mrs. Bridle-Russell asked if the Town hires eight more firefighters if it would reduce the cost of workers compensation which is a contributor to overtime. Chief Lipe said that it was a valid statement that he agreed with it but noted that there would be no guarantees. He believes that the firefighters are over worked and that they work the voids to meet the demand.

Mrs. Bridle-Russell asked the Town Manager if he would suggest hiring four more firefighters rather than reinstating the two Deputy Chief positions. Mr. Welch said that he wrestled with the same problem. He noted that the only way to get four additional firefighters is through a special warrant article. The community is budget sensitive and the SAFER Program is an opportunity for the Town to utilize federal funding. Other problems that need to be addressed are vacation time and sick leave. The answer is to adequately staff the Fire Department and Mr. Welch said that four firefighters is a start and then the Board may consider another four at a later date. He noted that there is no simple solution to this issue. His original proposal to eliminate the Deputy positions was the only conclusion that he came up with and to submit the SAFER Program warrant article.

Mr. Griffin said that it is time to listen and support the Town Manager's decision.

Mr. Welch also noted that Hampton's low staffing rate is creating hostility from other towns providing mutual aid. He is also very concerned about response time and worried about the loss of life because Hampton does not have enough people to respond to emergency calls. The Town Manager pointed out that the calls for service are increasing yearly and the Town needs to address this problem.

The consensus of the Board was that additional information is required before making a decision regarding the structure of the Fire Department. The Fire Department budget will be reviewed again at the October 8<sup>th</sup> meeting. The Board would like the following information: a projection on the EMS fund (final configurations of charges to that fund), an explanation on how the overtime budget can be achieved with the proposed organizational chart (OT - \$173,000), an explanation on additional firefighters (staggered shifts) and the effect they will have on the overtime budget.

Mrs. Bridle-Russell asked where the 2007 projected \$211,000 deficit for the Department will come from. Mr. Welch said that it will come from the bottom-line of the Town budget.

The Chief emphasized the importance of making a change because the level of service cannot be sustained in its current state.



## **OTHER BUSINESS CONTINUED**

Mr. Griffin noted that the insurance committee is still interested in providing input. In addition he questioned if the members terms have expired. Mr. Welch believes that there is no expiration for the Insurance Committee members.

## **VI. CONSENT AGENDA**

None

## **VII PUBLIC COMMENTS**

Mike Pierce (16 Hedman Avenue) addressed the Board. He said that he truly admired the discussion tonight and believes that it is a great thing for Hampton. He does not want to see any equipment or protective clothing deteriorating and wants to make certain that firefighters are given the proper materials to do their job in a safe manner.

Skip Webb (11 Windmill Lane) discussed the proposed firefighter budget. He noted that in 2002 he was in a position to hire four firefighters. He reviewed the overtime for each individual firefighter and the cost of benefits to determine if hiring or utilizing overtime was a better deal. Mr. Webb said that he came to the conclusion that it was cheaper to hire and pay benefits. He suggested that individuals be reviewed. He also noted that the firefighters are overworked and believes that additional people will let the Department do the job properly. He is concerned that firefighters are working too many hours and injuring themselves as a result. He suggested that individual wages and overtime be reviewed prior to adjusting the budget.

## **VIII. CLOSING COMMENTS:**

None

## **IX. ADJOURNMENT**

**Mr. Griffin MOTIONED** to adjourn at 9:38 p.m. **Mr. Lally SECONDED.**

**VOTE: UNANIMOUS FOR**

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**Chairman**